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Government Employment

Private Employment

Retirement:

Civil Service Retirement coverage—presently employee contributes 6 $\frac{1}{4}$ %. Although there are variations on the theme, normal longevity retirement, with reduction in annuity for early age, is 30 years of service and 55 years of age. Reductions in annuity do not occur at age 60. Annuity of 60 years of age plus 30 years of service equals 36.25% average of 5 highest years of annual salary.

Any Company-sponsored plan but at the minimum, social security coverage applicable to this group at present at age 65 and requires 10 years of covered social security work—presently employee contributes 3% of first \$4,800 salary. In illustration, amount of retirement for man and wife is \$162 per month.

Leave:

Twenty working days a year annual leave; carry over up to 30 days from year to year. Thirteen working days a year sick leave; no maximum on accumulation.

Varies with company. For per annum employees normally 2 weeks annual leave with sick leave optional.

Duty Connected:

In addition to medical care, FECA affords as much as from 66 $\frac{2}{3}$ % to 75% of salary. Non-duty connected disability much smaller payments made under CSRA, roughly equivalent to payments made under social security for this purpose.

Workman's compensation coverage is much smaller than FECA, i.e., in Virginia temporary disability maximum rates \$33 per month.

Insurance:

FEGLI "IKS" Insurance is term, life, face value roughly equivalent to employee's salary. It costs 25¢ per thousand per pay period. In addition, as of 1 August 1960 there will be a new health insurance program with the Government contributing a certain amount to the insurance. In addition we have the regular group insurance through GEHA, life, health, etc.

Probably a group plan under Blue Cross and may have subsidized company insurance program.

Tenure:

Under CIA any employee may be dismissed summarily. May receive unemployment compensation.

Depending upon employment contract, if no normal notice given equal to the length of one pay period. May receive unemployment compensation in Virginia from \$8.00 to \$20.00 per month.

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